

ROUTING AND TRANSMITTAL SLIP		Date
TO: (Name, office symbol, room number, building, Agency/Post)		Initials Date
1. EO/DDA 7D24 Hqs.		DM 13 Jan 1986
2. ADDA		13 JAN 1986
3. DDA		13 1986
4. DDA/Elans		DB 1/15
5. DDA Registry		1-17-86
Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

Joyce
 Pls add to dissem:
 D/P, D/OS, D/OMS. done 1/13/86

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
D/OTE	1026 C of C
	Phone No.

5041-102

* U.S.G.P.O.: 1963-421-529/320

OPTIONAL FORM 41 (Rev. 7-76)
 Prescribed by GSA
 FPMR (41 CFR) 101-11.306

Sanitized Copy Approved for Release 2011/06/28 : CIA-RDP88G01332R000200140058-2

TRANSMITTAL SLIP		DATE
TO: DDA		
ROOM NO. 7D24	BUILDING Hqs.	
REMARKS:		
FROM: D/OTE		
ROOM NO. 1026	BUILDING C of C	EXTENSION <div></div>

FORM NO.
1 FEB 56 241

REPLACES FORM 36-8
WHICH MAY BE USED.

(47)

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STAT

FOR OFFICIAL USE ONLY

TOP SECRET
FILE: 10-7

OTE 86-1600

8 JAN 1986

MEMORANDUM FOR: Executive Director

VIA: Deputy Director for Administration

FROM:

Director of Training and Education *RK*

SUBJECT: Initiatives to ^{*Reduce*} ~~Improve~~ CIA Employee Vulnerabilities

1. This memorandum summarizes the recent initiatives undertaken to ensure that all CIA employees are made aware of the active measures and methods used by foreign intelligence services to subvert and recruit them.

2. In the fall of 1985, we established the Personal Vulnerabilities Awareness Training Committee, composed of representatives from the Office of Security (OS), the Office of Medical Services (OMS), Counter-intelligence (CI) Training Staff from the DO, and the Office of Training and Education (OTE). The committee has examined the existing programs designed to make CIA employees aware of their vulnerabilities to hostile services. The indoctrination and training effort currently underway:

- o The Security Education Group, OS is providing security orientation and reinforcement through its EOD briefings, the reinvestigation process, travel briefings, and on-going reindoctrination briefings.

~~CONFIDENTIAL~~

SUBJECT: Initiatives to Improve CIA Employee Vulnerabilities

- o The CI Staff of the DO annually conducts three four-day CI orientation courses, three two-day CI operations seminars, and supports Directorate-wide training with CI operations or target briefings as requested.
- o OTE provides personal vulnerability awareness in operations-oriented courses.

4. All agree that we need more. In particular, we must seek to reach all employees at differing times in their careers with information and training, and we need to provide better mechanisms to spot employees who may be or who have become particularly vulnerable. In this vein, the committee members have proposed the following initiatives for further development and implementation:

- o OS proposes sponsoring a reindoctrination program for ALL personnel to be given at the conclusion of the trial period with emphasis directed toward the vulnerabilities exploited by foreign services.
- o OMS is proposing that a psychiatric interview be conducted for every Agency applicant.
- o CI Training Staff will assist OTE in the design and development of a training program for ALL Agency employees which will specifically address the exploitation techniques employed by foreign intelligence services.
- o OTE will develop a workshop for Agency managers to improve their skills in the observation and diagnosis of potentially exploitable vulnerabilities.
- o Improved training or briefings for clericals and the spouses of Agency personnel.
- o OS and OTE will collect case studies where personnel were exploited by foreign services. Cases will be introduced into appropriate training courses.
- o Implement a counterintelligence/personal vulnerabilities workshop for OTE course chairpersons who will then be charged with developing segments for introduction into such courses as Introduction to CIA, New Analyst Course, Career Trainee Development Course, etc.

Handwritten note:
"Don't discuss this with anyone else. It's a security matter."

CONFIDENTIAL

SUBJECT: Initiatives to Improve CIA Employee Vulnerabilities

5. The committee will move to implement these recommendations as well as identify additional means for reducing the vulnerabilities of CIA employees.

25X1



25X1

OTE/WOTD/ [redacted] nec/2393 (6 January 1986)

DISTRIBUTION:

Orig - Addressee
1 - Executive Registry
1 - DDA
1 - D/OTE
1 - ADC/OTE
5 - WOTD/OTE [redacted]
1 - OTE Registry

25X1

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107

FYI

ADDA 24 JAN 1986

DDA *EdM*

(DDA Registry for File)

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OTE 86-16/00

ROUTING AND TRANSMITTAL SLIP			Date
TO: (Name, office symbol, room number, building, Agency/Post)			Initials Date
1. <i>Director of Training and Education</i>			
2.			
3.			
4.			
5.			
DD/A REGISTRY			10-7
FILE: <i>100-3</i>			
6.			
Action	File	Note and Return	
Approval	For Clearance	Per Conversation	
As Requested	For Correction	Prepare Reply	
Circulate	For Your Information	See Me	
Comment	Investigate	Signature	
Coordination	Justify		

REMARKS

#1 - Action

Please prepare a paper on these initiatives for the other Deputy Directors as the ExDir has requested.

Suspense: *7 February '86* *201*

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FR

Room No.—Bldg.

Phone No.

OPTIONAL FORM 41 (Rev. 7-76)
Prescribed by GSA
FPMR (41 CFR) 101-11.206

* U.S.G.P.O.: 1983-421-529/320

Per Kartha, OTE,
Packages were
prepared for the
STATIS on initiatives
to improve CIA
Employee Vulnerability
STAT

2/7/86

Page Denied


OTE 86-1600

3 JAN 1986

MEMORANDUM FOR: Executive Director

VIA: Deputy Director for Administration *R*

FROM:


Director of Training and Education

SUBJECT: Initiatives to ~~Improve~~ *Reduce* CIA Employee Vulnerabilities

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SUBJECT: Initiatives to Improve CIA Employee Vulnerabilities

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*Jim -
see if
OMS has
resources for
this.*

*See if OMS
has not
have the
resources*

SUBJECT: Initiatives to Improve CIA Employee Vulnerabilities

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